



Unrestricted Minutes

POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE STRATEGIC BOARD MINUTES

24 May 2021

Confirmed with	Festus Akinbusoye, Police and Crime Commissioner (FA)
	Clare Kelly, Chief Executive, OPCC (CK)
	Trevor Rodenhurst, DCC (TR)
	Gavin Chambers, CFO for the OPCC (GC)
	Phil Wells, ACO for the Force (PW)
	Sophia Bartlett, Staff Officer DCC (SB)
	Katie Beaumont, Transparency Manager (KB) – Official Log

UNRESTRICTED SECTION – LIVE STREAMED ON OPCC FACEBOOK ACCOUNT

ITEM 9. OPCC UPDATES

FA welcomed all that was joining the meeting via the live stream at our first ever live streamed Strategic Board Meeting. FA explained that the Strategic Board meeting is the main Governance Board for the OPCC to hold the Force and Chief Constable to account. To ask questions and receive reports on the progress of the Force. FA explained that the meeting is split into two parts, the first part has been completed which is restricted as there are elements of policing which cannot be disclosed to the public due to them being confidential which the PCC hopes the public can understand, such as our finance, confidential performance figures. However, we have now moved into the second part of the meeting which can be live streamed and shared with the public.

FA requested for all within the meeting to introduce themselves to the Live stream:

Gavin Chambers, CFO for the OPCC (GC)

Clare Kelly, Chief Executive, OPCC (CK)

Festus Akinbusoye, Police and Crime Commissioner (FA)

Trevor Rodenhurst, DCC (TR)

Phil Wells, CFO for the Force (PW)

Sophia Bartlett, Staff Officer DCC (SB)

FA stated that he has been speaking to the residents of Bedfordshire and would like to raise to the force the following points before moving into the Agenda and would like updates in specific areas.



FA asked if the Force can you share with us, the community policing plan and explain to us how it is working? FA stated that he has seen the previous minutes which has shown that the teams are in place, however FA has asked for the Force to explain how it is working now they are in place.

TR stated that he would go through and explain the context also. The main structure of community policing is split into 3 local authority areas which aligns local policing with the partnership structures that already exist which enables effective partnership working. These 3 hubs are led by individual chief inspectors. In those units the total number of officers allocated is 67 officers, the force is currently at the strength of 66 officers, so there is only one gap. This is lowest number of vacancies of any teams across the Force and TR hopes this gives the PCC assurance that the Force gives this area of policing priority. In addition to the three hubs which have been mentioned in the 67 officers, we also have a rural crime team which is 1 Sgt, 5 PCs and a PCSO. We have a community cohesion team which is 1 Sgt, 2 PCs and 3 PCSOs. We also have a community enforcement team which is a Sgt and 9 PCs albeit we do have some vacancies in this team. We have a hate crime team which consists of a Sgt and 5 PCs, we have a mental health hub and we have a number of officers at the airport and we have our community watch. This all sits under one superintendent that leads this area of Policing in total, so this area alone gives Bedfordshire Police the command for Community Policing:

- 1 Superintendent
- 4 Chief Inspectors
- 7 Inspectors
- 22 Sgts
- 106 PCs
- 51 PCSOS
- 19 Specialist Staff

TR hopes this gives the PCC assurance as this area is a significant command. TR stated to answer the question into how is this working, if we go back a few years at the beginning of austerity, the Force lost a significant amount of community policing and this has been being built up since 2017. We are at full strength and we have been operating in this model since last year, the challenge was Covid therefore community policing had to change due to the demand on 'Engaging' and 'Explaining' enforcement and we had to use community policing to do that, as it's the community which needed engaging with, as we now emerge from lockdown this will allow the community policing teams to have a dedicated focus in their areas as we are now not abstracting those officers to go and do different things, they will be focussed on their core role, operating out of there hubs, engaged in problem solving that we want them to be doing, working with partners and ensuring a joined up response. Also, this will mean that the officers will be locally visible and accessible and providing delivery to Anti-Social Behaviours, schools, crime, community cohesion, crime reduction and reducing levels of priority crime. They will also be looking at prolific offenders and vulnerable victims on location.

FA stated this is one thing that he wanted to pick up on, one of the things residents of Bedfordshire raise is that 'We want to see more police officers on our streets', as they see officers in police vehicles going from A to B, but this adds reassurance that with this team now and now that restrictions being lifted there is a greater likelihood of the benefits being seen by residents as the officers will not be redeployed elsewhere. TR stated that the community team will be out there, operating out of the bases, they will be visiting their wards, they will be doing engagements events and activities with the public. They also have an online presence, they can be contacted online, and TR stated that he sits here now in a livestreamed event with every confidence that the neighbourhood policing resource that is in place now is at its greatest level it has been in the last decade and they are not being used for other things, so they will be focussed on what we want neighbourhood policing to do.

FA thanked TR for his input in this topic.



FA also wanted to raise this aspect before going into the agenda the topic on how well we are looking after victims of crime, which will be a big aspect of the Police and Crime Plan. FA stated that we are aware on an increase in Domestic and Sexual Violence especially as lockdown has been lifted. FA asked what is in place right now to ensure we are capturing the level of satisfaction for Victims of Crime and I believe this is going to be discussed later on, as the quality of care for victims of crime needs to be addressed.

TR explained that in terms of satisfaction rates, we have a customer service team that are making phone calls and completing satisfaction surveys and questionnaires. TR stated that the Forces satisfaction levels have increased from 86% to 91%, however TR would like to caveat that as it is good however it is only a sample of a small number considering the number of calls. TR stated he would like to look into an automated service, which would give us a bigger sample and allow our customer services team to focus on Domestic Abuse. TR stated that the Force have plans to move forward over the next couple of months to get a solution for that. TR that in terms of victims of crime we have a Domestic Abuse Unit which will be increasing over the summer, we have the 5 Victim Engagements Officers (VEO) which will be increasing with another 4. At the current time with courts being delayed the role of a VEO is to support the victim when their anxieties would be increasing whilst waiting for court which is absolutely the right decision to increase resource. TR stated that we have also increased our resource in our protecting vulnerable people team also throughout the victims' experience. FA where are the satisfaction figures? TR stated the figures are public and on the Force Website.

CK stated that the figures over the last few months are accessible on the website and when we get the new system the figures will be published every month. The OPCC concern at the minute is that the Customer Services Team are not logging VCOP breaches, VCOP is Victim Code of Practice for the live stream, we are not aware of the VCOP breaches leading to a complaint and if we can't identify that, then we are unable to fix it. CK stated that we hope the automated system would help identify and push out 'we need to look here because'.

FA stated well how long do we have to wait until this automated system is in place?

TR stated that a system is being used by Hertfordshire which the Force quite like, and this is being reviewed with an alternative option at the moment, in terms of timescales, we will be moving forward, with a preferred provider and solution by the end of July 2021.

FA wants to have something presented at next strat board which is tangible to have in place by the 1st September 2021, which be published in line with the Police and Crime Plan.

ACTION: TR explained that we are currently going through business case for this automated service, which is going to presented to the Force Executive Board on the 20th July, which will show the steps we need to go through for procurement etc. TR explained that we would be looking to award the contract on the 27th July 2021. CK suggested if the OPCC attends as a stakeholder as we completed all the research around the Victims Needs Analysis (VNA) and within the VNA there are several recommendations that are linked to the system. TR agreed.

FA stated what is the likely hood that we will have automated system in place ready to go by September? DCC stated that staff need to be able to back office it, it could be achievable however TR would have to come back to the PCC as we will need to identify staff and training for the staff to be able to effectively run the system, the area needs scoping. As we need to look at the basic functionality and what it could do. CK stated that we may wish for it to do more which needs scoping.

TR stated as we are Victim Care, he would like to cover the following aspects also. Our crime model has changed this year in April, we have taken our non-intimate DA away from emerald team and we have created a response



investigation team, which allow them to be more focussed on the serious cases. We have also put a dedicated safeguarding team in which will focus on 'Clare's Law' disclosures, which is victims right to know and the right to ask. There are a number of changes we are making which is to improve the service. We are putting in an addition on 12 training detectives which will increase resource in this area.

FA stated as you have mentioned Clare's Law now we may as well move this up the agenda, at the moment how many requests are being completed in Bedfordshire in the allocated time of 35 days?

TR stated that we should now be doing it within the timeframe, this was highlighted in the Guardian article where it showed a number of forces received a request to see levels of compliance, Bedfordshire did respond to that request and out of the Forces responses we performed less well than the other forces which responded which was not all police forces. After this we had a real detailed look into 'Clare's Law' we looked into the wider team in DA and this was a task for everybody. We have a full compliment of resource however there is a higher volume of work, then things like that can slip in terms of timeframe.

FA asked what is the average length of time in responding to a Clare's Law request? TR stated that he doesn't have exact figures today, other than the assurance that we now have the team that's focussed and on that and TR is confident that the Force will be fine on that. He will bring back figures but would request that the PCC allows the 12 in June to land in there to complete the work. FA requested this information in September Strat Board? CK stated at the moment that the Force is not where it would want to be with the return rate, due to the staff dealing with live incidents and victims right now, we understand that Clare's Law will prevent individuals becoming a victim but as these detectives come in in both June and July, by September we should be in a better position.

TR stated that the Force is committed to it and the Force wants to make it a hostile place for DA offenders. The VEOs have been really worthwhile and when a disclosure is given, the force offers wrap around support to that individual if they need it and the increase of VEOs to concentrate on that aspect of the process is really important also. WE need to get them through the door and the resource will make a difference.

FA wanted to formally record his thanks to TR for everything that is being done in regards to resources and he believes this will have a positive impact of victims and keeping people safe.

9.0 Police and Crime Plan Introduction

9.1 Police and Crime Plan Engagement Plan

CK explained that due to the time restraints we will not go through the detail of the paper, we will share the documents in line with the recording. First of all to highlight is the Engagement Plan which will go alongside your Police and Crime Plan. CK stated it stands as it did last month with all the research which has been completed prior to the PCC arrival, when we looked at lessons learned, looked back at the previous police and crime plan and what we need to alter because of it. We also looked at a lot of national positions, such as the spending review, the 2030 plan, HMICFRS State of Policing report and then we have looked more locally into the community safety plans, health research and we have looked at collaborative plans, so when we say BCH, we mean Bedfordshire, Cambridgeshire and Hertfordshire, and when we talk about 7 Force collaboration, we are talking about the 7 Forces in the Eastern Region, we have ensured that the plan will work alongside the longer term vision.

In terms of Engagement, in June we will continue to go out to Focus Groups, and bespoke interviews with all our partners and specific areas of Victim Care, Offender Management and Criminal Justice. Then throughout July we will be conducting surveys for all our service users and other members of the public, that may not have interacted with the



<p>police service yet. The dates are all in line with the launch of the Police and Crime Plan which will be the week commencing the 18th August 2021, so it falls within the Commissioners 100 days which nicely leads us on to agenda item 9.2 on what we want to cover.</p>
<p>9.2 100-day plan</p>
<p>CK stated today's meeting was to concentrate on the highest volume of things that came to your attention during your campaign, which was the Community Policing Model and we have had this explained within the meeting. The next aspect in your 100 day plan is how we come to specific areas, engage with the community, understand what are the local problems, and with community cohesion, local officers, local authority and local providers and we draft a plan of action which will be returned approximately a month later, to help support the local officers in delivering. This will be completed across the Local Authority areas and this is priority number one.</p>
<p>9.3 Year one plan</p>
<p>CK explained that within the year one plan we have 20 other projects that are going to be achieved, so that will be 36 projects within year one, including the 100 days, again all the information/documents will be shared and the OPCC welcomes feedback on all of the projects and the force will get a descriptive briefing at their change board, where the OPCC will go through each one to ensure the Force are aware and interlinks with all Force plans.</p>
<p><u>ITEM 10. COMMUNITY POLICING</u></p>
<p>10.1 Community Problem Solving</p>
<p>CK explained as previously discussed the main aim of the Police and Crime Plan is to engage with the community and make sure they are a part of the solution, we wanted to make sure that the Force is ok with this being primary number one and that the three local Chief Inspectors that are aligned to the community safety partnerships are ok to begin this work with the OPCC as this the main activity?</p> <p>TR confirmed that the Force agreed with this approach and that working together in this approach is beneficial. TR wants to ensure that the activity is in line with local priorities. CK stated that it should work as the local priorities and engagement should be what the local public want, so they should gel nicely and we will take into consideration that there will be strategic plans from the Force, that will be coming down through local policing of course, but this where we will get local action days.</p> <p>ACTION: KB to draft a decision paper on the agreement of the Force working with the OPCC in local policing and action days.</p>
<p><u>ITEM 11. EFFECTIVENESS</u></p>
<p>11.1 Victim Needs Analysis Update</p>
<p>CK stated under effectiveness for the OPCC the most important thing is to ensure that we achieve all of the recommendations from the VNA in terms of Victim Care. We had a lot of partners and service users engage with the OPCC when we were completing this analysis, the Commissioner has confirmed that he wants to deliver all the recommendations with his first year of term. Within a lot of the recommendations we need the Force, to help support especially in the early ones and instilling victim care in the culture of the Force. These are all listed in the 100 days and</p>



<p>one-year plan for the PCC. CK believes its worthwhile just noting that the recommendations have been mapped out and will be completed within the first year. TR agreed.</p>
<p>11.2 Signpost update</p>
<p>CK explained that Signpost is the service for victims of crime which has experience any level of criminality, whether they have reported or not and this is brought to Strategic Board as it is important to review and see how the levels of engagement are going.</p> <p>CK is really pleased to report that for a second month in a row, we are back at the levels we would want it to be, in line with how Signpost is built. So we are at nearly 700 referrals, which means we are in a really good place. There are still gaps and room for improvement and they are listed within the VNA document, so these areas are when we get more into Fraud and ASB, as we believe there is a gap in provision. We are happy that 700 people got support in the last month, however there is a training needs analysis which needs to be completed, to get us to the right level, before we start to take reports from the Force around ASB and Fraud. CK would anticipate the numbers to grow a lot when this has happened.</p>
<p>11.3 Victim Satisfaction in Force</p>
<p>CK stated this does go into the conversation which was had earlier into Victim Satisfaction for the Force, as previously stated the satisfaction data we have is quite small and in a bespoke area, we want to see this increase. This does become the measure for a number of pledges which are within the Police and Crime Plan, which we want to complete in the early days, so it will be really important for us to keep an eye on this.</p> <p>CK wanted it formally logged that the Force and OPCC have firm commitments to this area. All agreed.</p>
<p>11.4 Police Data trends including stop and search breakdown</p>
<p>CK explained that the Force will be taking us through trends including the Stop and Search breakdown.</p> <p>TR stated Intel submissions are really high, which is great as this is coming from the public, there are capacity issues, but can confirm at the Force is working through this. DA is higher than in the previous two years, and that can be seen nationally and our solved rate has continued to rise month on month and TR anticipates this to continue to do so as resource is added to this area.</p> <p>TR explained that the Force has a concern on the low levels of referrals surrounding Child Neglect, Child Sexual Abuse and Exploitation, so we are completing work surrounding awareness raising with own staff and partners. We have seen an increase in Serious youth Violence particularly in Bedford. Knife crime numbers are reducing, we have deployed an extra 200 hours in April to stop this activity. We have delivered a high level of disruptions with organised crime, higher than the rest of the Eastern Region.</p> <p>In terms of our Stop and Search rate, we are still seeing disproportionality particularly with members of the Black Community, this quarter is a slight increase on the previous quarter, we went from 4.7% to 5.7%. If we look at that across the three Local Authority areas the lowest is in Bedfordshire - 5 times more likely to be stopped in your black to if you are white.</p> <p>Specific to CSP areas: Luton – 3 times more likely to be stopped in your black to if you are white.</p>



Bedford – 7 times more likely to be stopped in your black to if you are white.

Central – Higher but sample size (was only 19 searched) is smaller which can influence figures – 12.7 times more likely
TR stated we need to look at the full picture but there is significant concern to the Bedford figure.

FA asked what the find rate was within the searched which took place?

TR stated it was about 5 times more likely to have a find on an individual that was black, but if we have a disproportionate number of searches, that can play into that figure to. TR stated as a Force nationally we are doing better on this than others, however the fact that we still have disproportionality is a concern and we want to get to the position where there is no disproportionality. There will be variances each quarter due to operations however over time that should not be the case. So this month we have delivered training through Montell, has talked about searches and disproportionality and the effect it has on the community and the history and significant of stop and search and the scrutiny.

TR stated that the Stop and Search scrutiny panel that is chaired by Montell has access to all of this data, which are reviewed and BWV is also reviewed so they can see the search being completed. The panel is made up of community members and they RAG (Red, Amber, Green) the searches. If a search is deemed to be green, the officer received good feedback, if it is deemed to be amber, the officer received constructive feedback. Comments from the panel as to what the issues are as if one is deemed to be red, this could lead to a significant investigation to see if there is a conduct issue and if so a process needs to begin. The panel is considered to one of the best in the country and that should give the PCC/OPCC and the community reassurance that the Force takes Stop and Search seriously. We want the data to go in the right direction, we are drilling into the data, there is still disproportionality in relation to the black community.

FA stated from his engagement with the Chair of the Scrutiny panel was that the number of stops and searches that were green in 2016 was around 20% to 30% and now they are over 50% and the number that are red has fallen dramatically as well and FA believes this is testament to the panel and learning that takes place through that work and would like to commend the panel for that.

FA would just like to mention in regards to the figures that if this comes down to a number of officers that account for the bulk of stop and search, and if it is one particular unit, what are we doing about that?

TR confirmed that a number of the officers which are mentioned are in the BOSON unit. They are entirely a proactive unit working in proactive operations and they receive briefings listing particular subjects due to the intel gathered. Other focus is in neighbourhood teams when in their particular wards there could be focus on individuals through intel. You often get a high use of tactic by a smaller number of individuals. The data that needs to reviewed is if someone has searched 50 individuals and 49 are black this needs to be looked into and would trigger scrutiny of supervisors and panel to look at BWV to why this is the case. Equally we can view the briefings given to scrutinise those.

FA asked whether we get a report on the quality of the searches taken place, rather than just the outcome? IS there an evaluation of the quality of the search? TR confirmed it does get evaluated, on how they approach it on how they have dealt with it in exercising coercive power giving lots of explanation fully following GOWISELY, the scrutiny panel reviews this and supervisors. The officers know this happen and when feedback is given, the BWV has been examined after feedback showing a good news story from poor to good.

FA stated that the disproportionality is a concern to him, especially knowing it first hand from being stopped and searched. Its worthwhile noting that the experience is not a nice one and then to be told yes ok fine off you go. FA stated that every contact had leaves a trace but a bad experience leaves a very bad trace and FA believes it necessary to



continue with this training to officers by Montell, so they understand and appreciate the impact of Stop and Search on members of the public. TR stated that the training is happening now, so would like to bring this back to Strategic Board when the training has been delivered to every shift, so we can make a before and after comparison.

CK stated that we have Stop and Search on Thursday evening, and we have a service level agreement which states we will not go higher than 4 times more likely, so when the panel is told that we are 5 times more likely, it triggers the SLA, and we will be given a full breakdown and we will get the information such as, has BOSON had a lot of operations recently which has led to the increase, but the scrutiny panel does have sight of this. It is good that the meeting is due so close to this meeting so we will be able to review and feedback.

11.5 Recruitment and Retention figures with protected characteristic breakdown

PW stated that not everyone would have sight of the report submitted so he would like to cover a couple positives and a couple of areas of development.

It is important to recognise that as part of the 20,000 uplift target set nationally for Bedfordshire Police in financial year 2020/21 we have had to ensure it achieves a target of having a headcount of police officers by 31 March 2021 of 1,331. The actual headcount of officers at the end of the financial year totalled 1,351, 20 above target. This allows the Force to be ahead of the curve in achieving its target for 2021/22 where the target is a head count of 1,384. It also ensures that the full uplift grant is maximised in 2020/21.

The recruitment target for 2021/22 is to yet again exceed the Uplift required target in order that the Force is above establishment as it moves into the new recruitment methodology known as PEQF (Policing Education Qualifications Framework). The additional over and above the required target will primarily be in relation to our Detective pathway, through having 3 intakes, one more than in previous years.

Some of the challenges have been workforce representation. Covid provided some challenges with regards to the enhancing the Force's visible representation, as the figures highlight in the table for 2020/21, although early signs in 2021/22 are that the increase in targeted digital advertising is having an effect and with the easing of lockdown and therefore more face to face contact it is expected that this will improvement will continue. We were just below 6% for representation and now we are just below 10% over three years so that puts us in apposite place in terms of policing but it is still below the representation in our communities. We have some dedicated resource in line with this. PW stated that there has to be additional work completed surrounding black officers, we have had an increase in Asian officer but not black officers so work will continue.

Retention is still an area that requires some focus in our younger officers has been a challenge, although some slight improvements have been seen over the past 18 months. PW stated that Bedfordshire Police have always had a higher turnover nationally, since 2012 – 2015 we did not recruit any officers and 2016 to date we have recruited a high number of student officers within the figures of 150 – 170 per annum. That is a lot of new officers coming into the Force, so you would expect to see a higher level of retention around student officers however focus is on this and we are looking at exit interviews and reviewing them more closely, ensuring that officers can attend forums where they can talk to people, particularly around student officer. To assist in this regard the Force, as previously reported, have launched its revised vision, mission and identity from which the main focus is changing the culture of the Force to be one that is more inclusive and with a specific focus on race, sexual harassment and bullying.

FA stated that he just wanted to raise about the Exit Interviews, what are some of the findings that you are hearing?



PW stated it is fair to say that the exit interviews before the student development officers were in place, I think we were not quite hearing the full story, a lot of the answers we were getting was increased demand, work load challenges. What we are seeing now we have put something in place to change this is the student officers were feeling a bit homeless, as they were rotated so many times throughout the organisation, it was a rotation with every 3 to 6 months going in and out of an investigative unit, now that the creation of the response investigation team, they will now stay in one place, they will have a static line manager and we are now hearing more and addressing the issues through our wellbeing board. FA asked if this is all in place now? PW confirmed this is all in place now.

ACTION: FA asked when do the Force anticipate seeing the outcomes of this process of reviewing exit interviews, the new team in terms of retention? PW stated we are unaware at the moment the impact that Covid has had, we seem to see progress in terms of turnover as in going down but we do not know if this is due to Covid or not, so PW believes if we give it till the end of the calendar year, we should be able to see the change. FA asked for the report to be brought to January how this new approach is impacting things. PW stated this would be a good time to review visible representation also.

ITEM 12. VOICE OF THE PUBLIC

Questions/topics raised by members of the public/partners or Police and Crime Panel

12.1 Clare's Law

Discussed above

12.2 Specials Review Update

TR stated that FA is aware of the Specials as he has an interest in this area. TR has confirmed the Force has completed a full review of the model and deployment and we have recognised and addressed some cultural issues. In essence the Special constabulary was seen as being separate to the Force however we have now aligned the special constabulary to response and community policing. They are aligned to individual shifts, teams and priorities. At the moment we have 140 special constables and there has been a 60% to 40% split to community and response, they will be with response for 12 months so they can gain the experience for their independent patrol. It has been highlighted that too many of the Special constabulary cannot do independent patrols and this is being worked through as a priority. There has been resistance to this and we have appointed Graham Bates to speak with the individuals and look into concerns. We have also done a dedicated Q and A session and had specific inputs on culture.

The next phase which isn't there yet, is to have a specialism pathway, to bring people in to investigation units with specific skills. FA stated that there are individuals in the special constabulary who has a wealth of knowledge and experience which can be used by the Force. We have also set up a special constabulary strategic board which oversees all and the tactical group which is driving this. Last month we had 3000 hours, that's an average of 22 hours per officer. It is a considerable effort to support the force, and TR is assured that they are in line with priorities.

CK asked what their retention rate is like compared to regular officer? TR has not got the data to hand. CK stated the only question she has then is that the OPCC are approached by a lot of specials in regards to the issues which we have spoken about, and you mentioned that Graham Bates would be engaging with people that have raised concerns. Do we know if those individuals have had that engagement or are they raising issues because they were not part of that engagement and therefore may have a different view to what has been engaged on? CK is just trying to establish whether the model that's being rolled out has had enough engagement.



TR explained the model was designed by Mark Farrant, who designed a good operational model, but perhaps did not take the staff on the engagement journey, and Graham has realised that now and is trying to rectify it. If the OPCC get anyone direct to their door can you please sign post to Graham, or details can be passed to Graham to make personal contact with them, as we are trying to do it in a personalised way.

CK asked in terms of national steer with Specials is this new model in line with that or does it go against it? TR confirmed they are aligned and coordinated. CK stated that the rank structure with all CSPs is the national model as well? TR stated as far as he is aware.

ITEM 13 VERU

13.1 VERU monthly Performance

TR stated that CK sits on the Governance board for VERU, so you may wish to make comments throughout. The most recent update has been shared via infographic.

Our VERU is led by Kimberley Lamb, who is not a police officer, but a senior member of staff, with professional skills and experience, with real credibility within the community. So much so that she has been appointed the joint lead nationally to lead on community engagement.

The VERU youth intervention team has received 144 referrals, and currently working with 87 children. Young people at risk of exploitation, we have run a conference to show signs of exploitation which was attended by 200 people. FA confirmed he attended this conference and it was exceptional. TR stated the stuff they have delivered is really impressive. They have delivered training to more than 400 professionals working in the police, local authority, health, probation, education, youth offending. They have supported the investment in 20 community projects. They have delivered exploitation talks to people across Bedfordshire. Have completed a directory for online support. They have led the VERU assessment and action plan. They are also working on a welcome pack for children that could end up in the women's refuge, which has been designed by other children. Their activity is really impressive, now that we know that we are one of the Forces that the funding is going to carry on, Tris really please how it is going and how it is connecting with the community.

FA asked if the Force have any concerns on the VERU and how it is operating or the outcomes being delivered?

TR has no concerns at the moment, he believes the work that has been delivered, in the environment they have had how Covid effects those types of events and the personal engagement they are trying to do, is good and is looking forward to the activity once out of lockdown.

CK stated that the 144 is the overall number, what does that look like per month? We don't have the info graphic passed to us. Tr stated the infographic is supplied on a quarterly basis. CK raised that this was her only concern as in terms of Governance for the OPCC and reporting back on progress. There is evidentially lots of progress however we need the stats to be able to report that activity back appropriately. We can work on that for the next one as its really nice to show the impact.

FA loves the enthusiasm of the team and the community really knows about them and work being completed, residents do not link Beds Police to the VERU. They are seen as an independent entity. FA stated that he will continue to push forward for a more sustainable funding approach and will do this with every opportunity he gets, especially as we can demonstrate the progress of VERU, we need a longer term cycle. TR stated that this risks to losing people as not sustainable.



ITEM 14 NEXT AGENDA

Items for June Meeting (being held on 1st July 2021)

FA stated the aspects he would like the board to build on is, the things which are going to be in the Police and Crime Plan, so really round neighbourhood and community policing. FA stated that he is really excited to see how the plans that are being put in place unravel in line with the prevention strategies around proactive policing and victim support. FA does not want to lose sight, he understands that each crime will have a victim however there is no reason why we can't give each victim the best support and would like this to be added on the next agenda.

End of meeting

Next Meeting: 01 July 2021



Questions from Live Stream Strat Board – 24/5/21

Number:	Question:	Person Who Raised Question:	Area/Responsibility:	Answer:	Date Updated/ Completed:
1.	Would Bedfordshire PCC consider “Nextdoor Social Media Platform”. It would be free, would significantly increase community liaison and other forces already use it?	Kev Poulton	Media / Communications Community Policing <u>Considerations for Answer:-</u> https://nextdoor.co.uk/		
2.	Where can I find the 100 day plan Please?	Dee Bailey		The 100 day Plan has not been released yet – but we will provide full details and links on various social media platforms when the plan is released by the office.	24/5/21 – 14:13hrs (Zoe responded directly)
3.	Is the Stop and Search Training for New Officers?	Dee Bailey	Local Policing	No – we can confirm as the Deputy Chief Constable reported this training is also for existing officers.	24/5/21 – 14:10hrs (Zoe responded directly)



4.	What is being done to tackle street drinking in Crawley Road, Luton?	Darren Andrew Masterson	Community		
5.	Why is there such a high turnover of Police Officers? (raised under the HR and workforce element)	Dee Bailey	<p><u>Considerations for Answer:-</u> Items below mentioned by Phil Wells in update</p> <ul style="list-style-type: none"> • Increased Demand / Work Pressures • Workplace challenges • Change in areas for Student officers 		
6.	Do you deploy Specials in back office functions as well as on the front line?	Kev Poulton	Volunteering – Suzie Carr / Wendy Bird ?		

